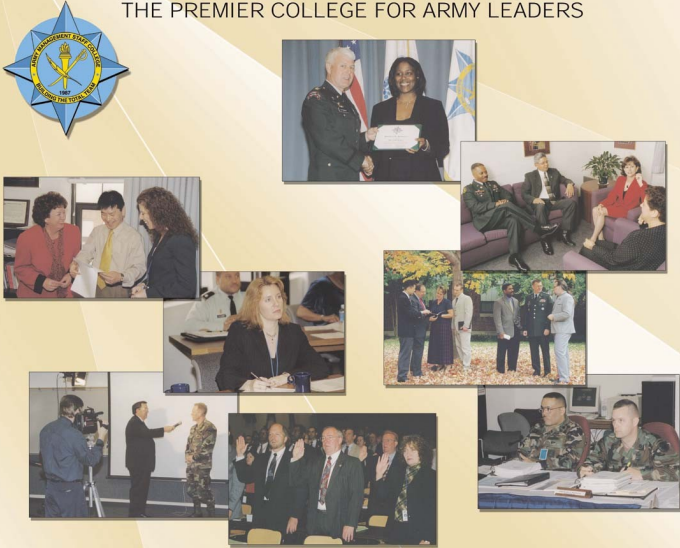




**ARMY MANAGEMENT
STAFF COLLEGE**

THE PREMIER COLLEGE FOR ARMY LEADERS



WWW.AMSC.BELVOIR.ARMY.MIL

<http://www.amsc.belvoir.army.mil>

Transformation through Education

**U.S. ARMY
MANAGEMENT STAFF COLLEGE**

**Home Station
Briefing**

*To be presented by
Each proud AMSC Graduate
SBLMP Class 04-2*

Transformation through Education



Our Mission

To ***educate*** and prepare Army civilian and military leaders to assume ***leadership*** and management responsibilities throughout the ***sustaining base***.

To provide consulting services and conduct research in support of the sustaining base.

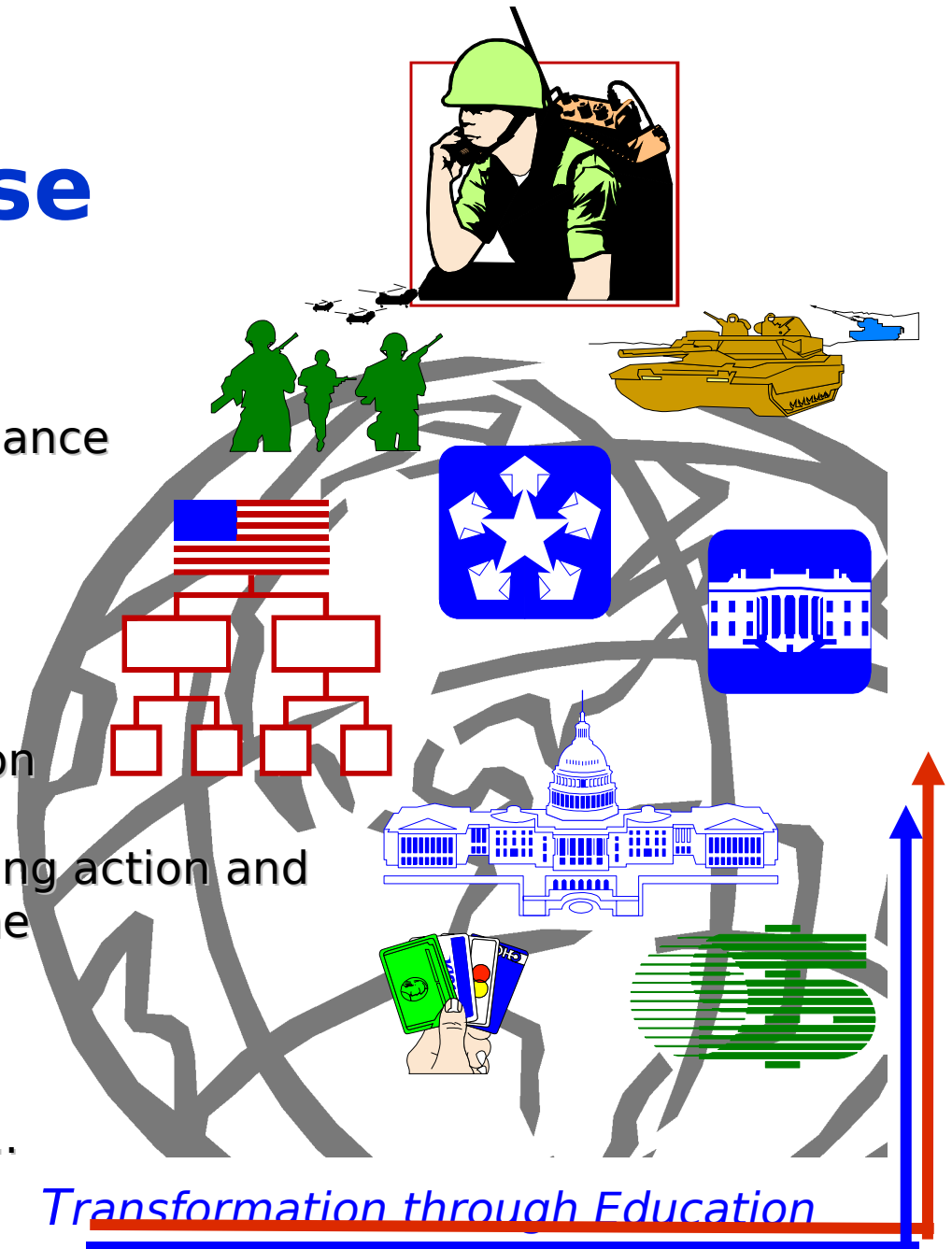
Focus on the Sustaining Base

That aggregation of:

- law, policy, regulation, guidance
- systems
- resources; \$ and things
- people
- facilities; installations

Which combine together to:

- prepare the soldier for action
- get the soldier to action
- take care of the soldier during action and
- bring that soldier back home
and help that
soldier's family be
self sufficient
throughout the process...



Army Management Staff College

Leader Education Programs

Sustaining Base Leadership and Management

- **Sustaining Base Leadership and Management Resident Program (SBLM)**
- **Sustaining Base Leadership and Management NonResident Program (SBLM-NR)**

Personnel Management for Executives

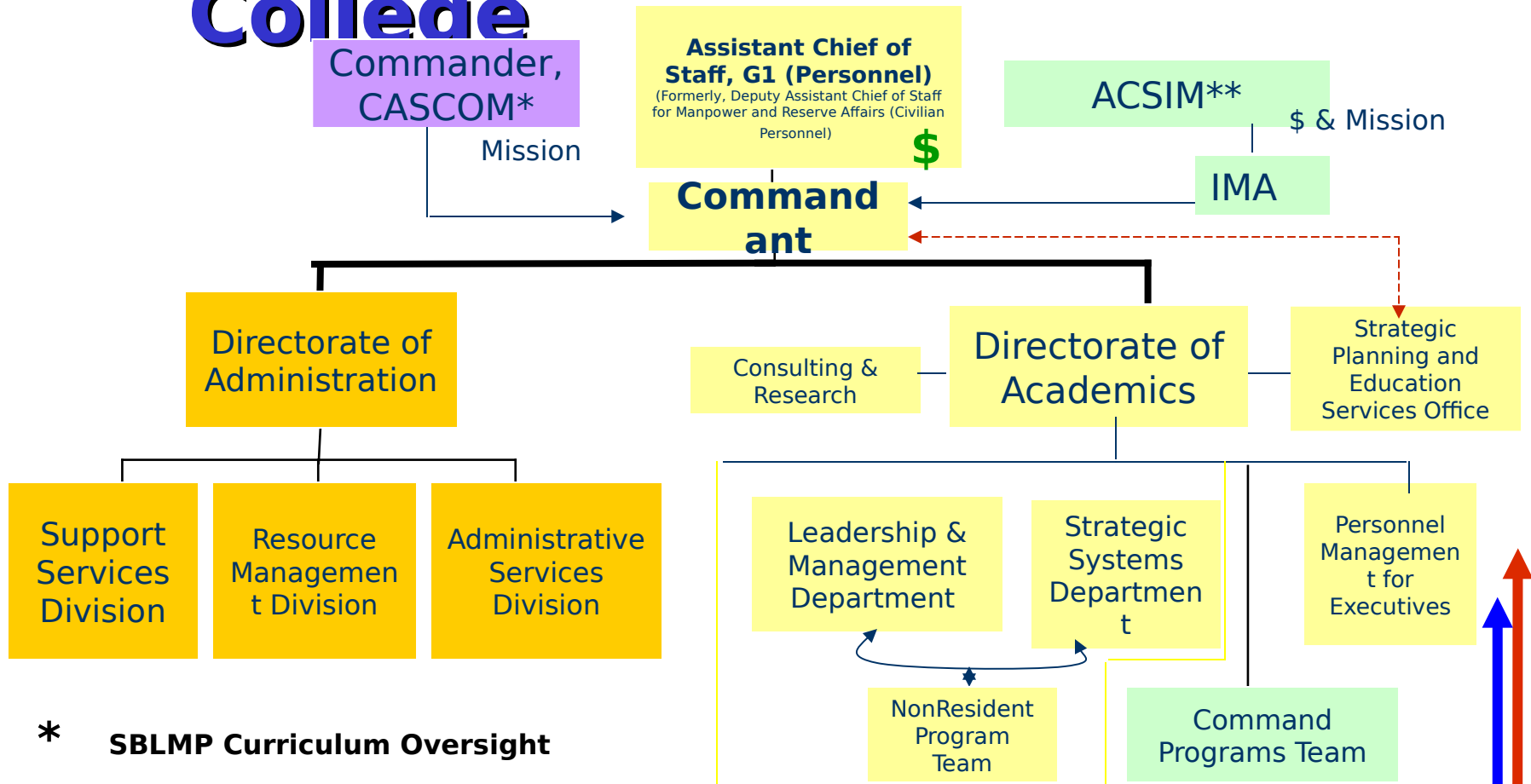
- **Personnel Management For Executives (PME) I**
- **Personnel Management For Executives (PME) II**

Leader Education Programs

Command Programs

- **Garrison Precommand Course (GPC)**
- **General Officer Installation Command Course (GOICC)**
- **Garrison Sergeants Major Course (GSGMC)**

Army Management Staff College



* SBLMP Curriculum Oversight

CASCOM = Combined Arms Support Command

** Command Programs Curricula Oversight

ACSIM = Assistant Chief of Staff for Installation Management

Transformation through Education

CIVILIAN LEADERSHIP TRAINING

CORE CURRICULUM

(AR 690-400, Chapter 410/413)



SUPERVISORS

INTERNS

- ★ ILDC (Intern Leadership Development Course) (on site)
- ★ AODC (Action Officer Development Course) (Correspondence)

- ★ SDC (Supervisory Development Course) (Correspondence)
- ★ LEAD (Leadership Education and Development Course) (on site)

MANAGERS

- ★ MDC (Manager Development Course) (Correspondence)
- OLE (Organizational Leadership for Executives) (Resident)
- PME I/II (Personnel Management for Executives) (Resident)

EXECUTIVES

- ★ SES Training Conference (Resident)
- ★ GO/SES Force Integration (Resident)
- ★ CCL (Center for Creative Leadership) (Resident)
- ★ EO/EEO Orientation (Resident)
- APEX SES Orientation (Resident)
- ★ GO/SES Leadership Communications Workshop (PAO)

Sustaining Base Leadership & Management Program (SBLM)
at Army Management Staff College
Defense Leadership and Management Program
Senior Service College

★ Mandatory



Our Campus



Humphreys Hall



Knadle Hall



Thayer Hall

Transformation through Education



Who attends AMSC?

Civilian 94%
Military 6%

Avg Grade 13

Avg Age 45

Male 63%
Female 37%
Minority 25%

Doctoral Degree 3%

Master's Degree 40%

Bachelor's Degree 41%

Associate's Degree %

No Degree 9%



Class 04-2

Transformation through Education

Am I eligible for SBLM?

- **Target Audience**
 - **GS/GM12-14**
 - **(11's & 15's by exception)**
 - **MAJ & LTC; CWO, CSM/SGM**
- **ACTEDS Funded (except military; Civil Works)**
- **DA Centrally Selected**
- **Four Classes Per Year**
 - **Up to 165 students/class (Res) x 3**
 - **Up to 90/class (Non-Res) x 1**
- **12-Week (+2 NR) Resident Program**
- **12-Month Non-Resident Program**



Transformation through Education



**Focus on
Seminars**



**Case Studies
Critical Thinking**

**Practical
Exercises**

**Lecture
s**

**Educational
Methodology**

**Top Guest
Speakers**

**Oral
Presentatio
ns**

**Field
Trips,
Leadersh
ip Roles**

**Reading
Researc
h
Analyzi
ng
Writing**

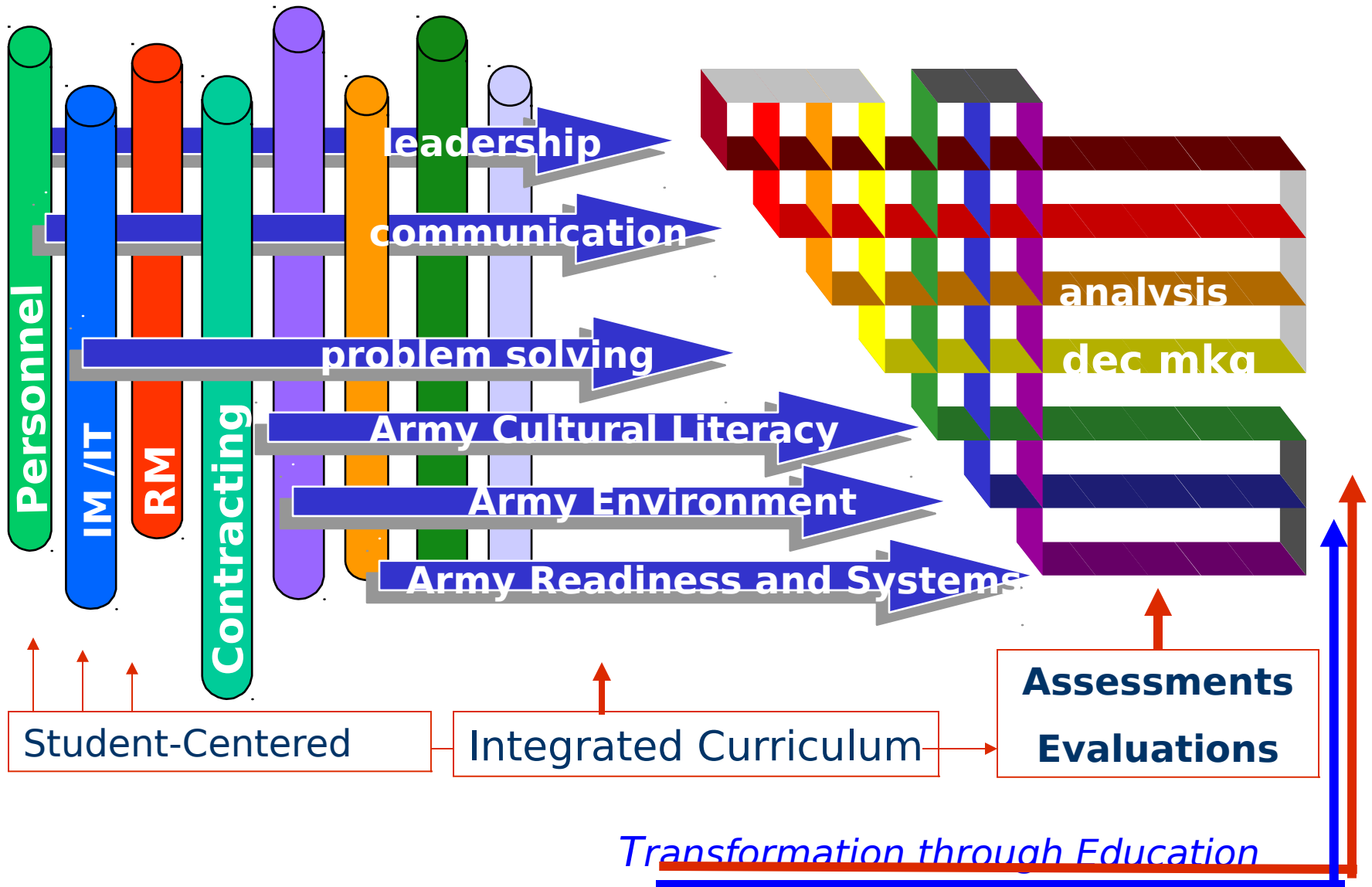


Learning through Education



Functional Integration through the Practitioner's Perspective

Sustaining Base Leadership & Management Program



Team Leader Development Acti



Transformation through Education

SBLM Non-Resident Curriculum

- *Pre-program Package*
- **Foundation Days**
- **Term 1: Leadership & Management in the Sustaining Base**
- **Term 2: Doctrine, Strategy & Forces**
- **Term 3: Integrating Systems**
- **Term 4: Force Projection & the Sustaining Base**
- *Research Projects*
- **Capstone & Transition Week**

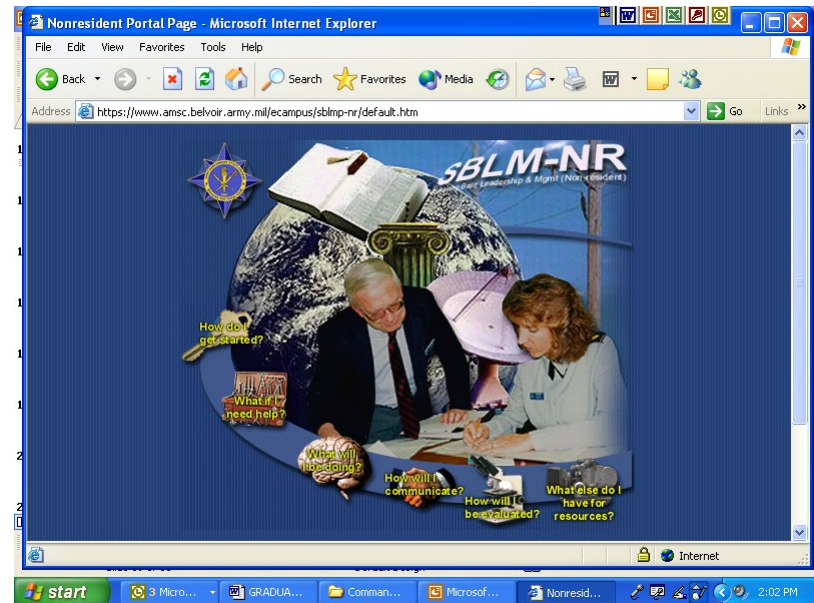
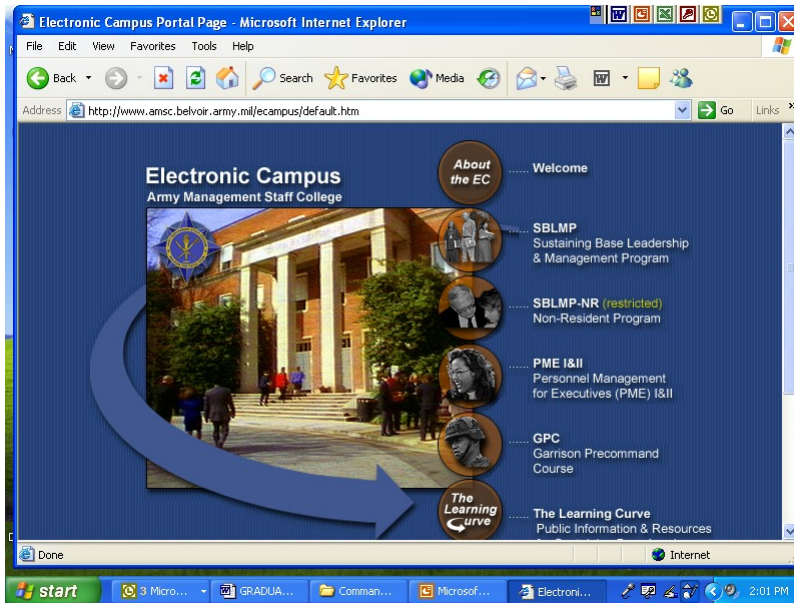


Transformation through Education

SBLM Nonresident Program

- Established for those individuals who have long-term personal or professional situations that might preclude attendance in residence
- Applicants must clearly declare and explain their preference for the non-resident program (mission requirements, personal hardships, etc.)
- ***NOT a correspondence course!!!***

The Electronic Campus



Transformation through Education

Resident & Nonresident Comparison

Humphreys Hall

Cyber Schoolhouse

Class Leaders

Class Leaders

Active Seminar Life

Virtual Seminar Meetings

Daily Discussion

Weekly Forum

**Daily Feedback;
Learning Matrix**

**Online/tele. Feedback;
Long Term Requirements**

Face-to-face Counseling

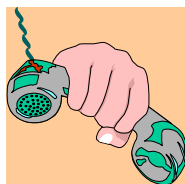
-onic Counseling

Capstone

Capstone

Awards & Graduation

Awards & Graduation



Life Beyond Academics...

•Bowling



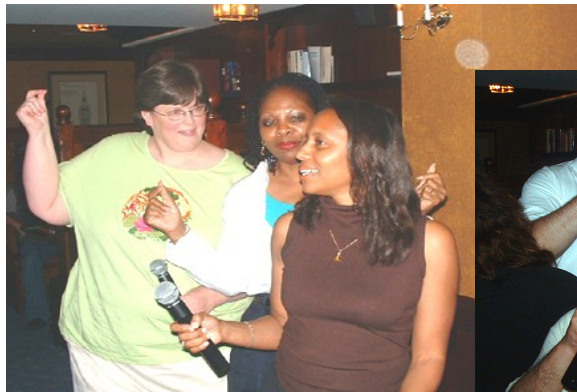
... and much, much more!



WWII Memorial Visit



•Friends



•Karoke



Transformation through Education



ACE Evaluation Results

• 15 GRADUATE SEMESTER HOURS-SBLMP

Resident-2001

Government (6)
Logistics Management (6) Bus.
Admin or Management (3 Grad or
Upper Level UC)

Communications (3)
Human Resources Management
(3)
Public Administration (3)

Nonresident-2002

Management and Strategy (3)
Government (6)
Logistics (6)

• 9 UPPER LEVEL BACCALAUREATE SEMESTER HOURS-SBLMP

Communications (3)
Management (6)
Health and Wellness (1)

PME I-2000

- Management (3) OR
 - Human Resource Management OR
 - Leadership OR
 - Organizational Behavior PLUS
- (1) possible additional hour for a paper*

PME II-2000

(1) in Management,
Leadership, Human Resource
Mgt., or Organizational
Behavior.

Transformation through Education

We have Articulation Agreements with the following schools:

- **Cappella University**
- **Webster University**
- **University of Maryland University College**
- **Central Michigan University**
- **American Military University**
- **Strayer University**

We are accredited by the Council on Occupational Education

Return on Investment --

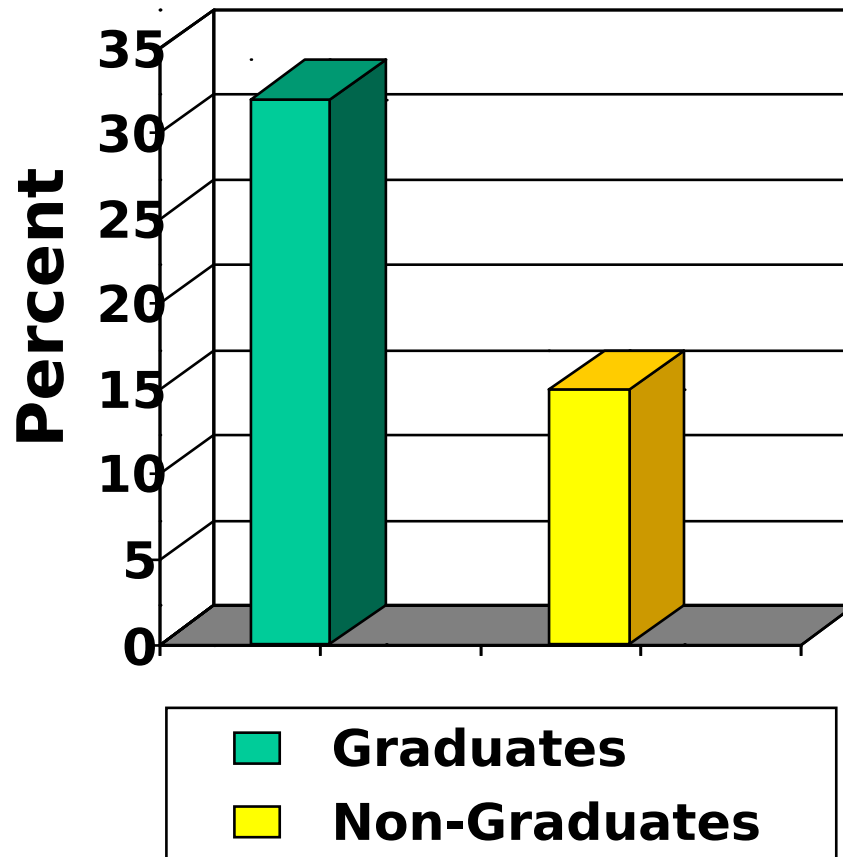
What our Graduates'

Supervisors Say:

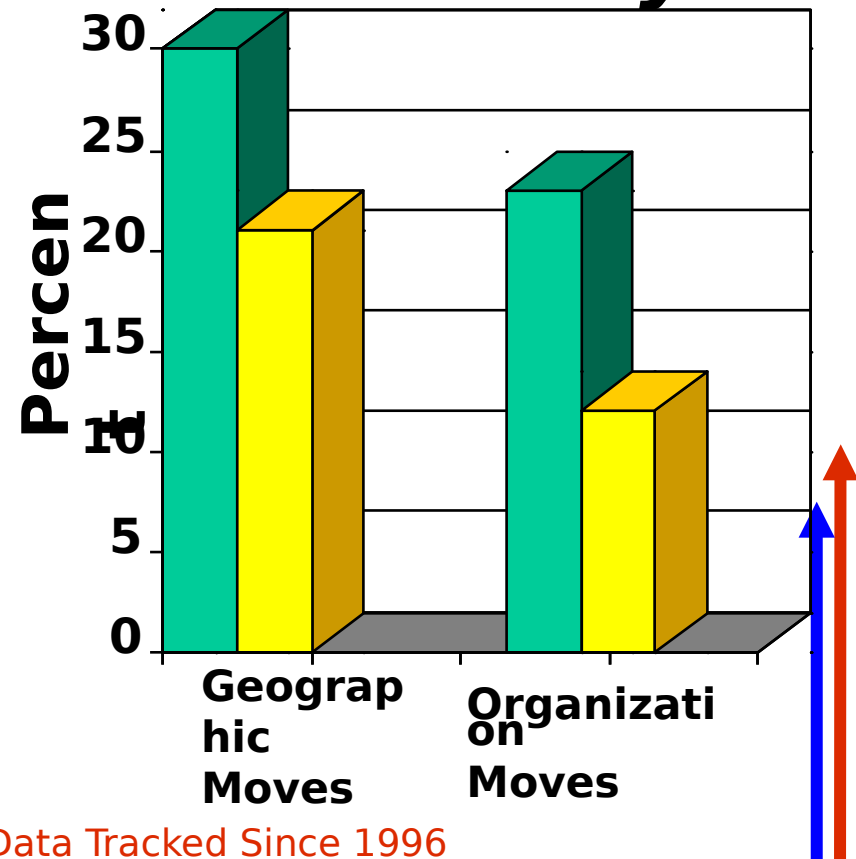
- **Graduates have the ability to handle increased responsibility.**
- **Graduates have the potential to move to senior leadership positions.**
- **Graduates' confidence in their own performance has increased.**
- **Graduates' value to the organization has increased.**

AMSC Longitudinal Study -- How Are Our Graduates Doing?

Promotions



Mobility



Transformation through Education

Application Process For GS/GM 12-

- Go to <http://www.amsc.belvoir.army.mil> for forms and information. Submit thru **Electronic Application Process (EAP)** to DA Selection Board
- MACOM Commanders can prioritize and endorse.
- Functional chiefs can prioritize and endorse.
- DA Board selects; e-mail notification to MACOMs.
- AMSC notifies applicants of Board results.

Future C		APPLICATION DUE HQ		* DA BOARD MEETS
CLAS	S	DA		
04-3	13 Sep 04	Closed		Closed
NR-	05 May 05	9 Feb 05		8-11 Mar 05
06	10 Jan 05	04 Oct 04		26-29 Oct 04
05-1	16 May 05	09 Feb 05		8-11 Mar 05
05-2				

*** Board Dates Subject To Change**

Commissioned Officers

□ Active Duty

**Branch Assignment Officer or Officer
Development Branch [(703) 325-3157,
DSN 221]**

□ Army Reserve

**ARPERCEN POC [(314) 592-0673, Option #4,
DSN 892]**

□ Army National Guard

POC [(703) 607-7333, DSN 327]

Warrant Officer, Sergeants Major, and Command Sergeants Major Attendance

□ Warrant Officer (CW3,4,5)

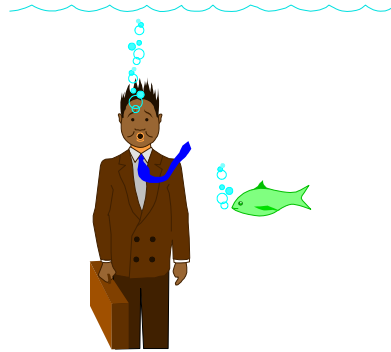
Warrant Officer Branch POC [(703) 325-7843, DSN 221]

□ Sergeants Major/Command Sergeants Major

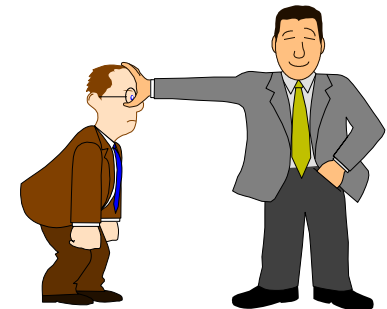
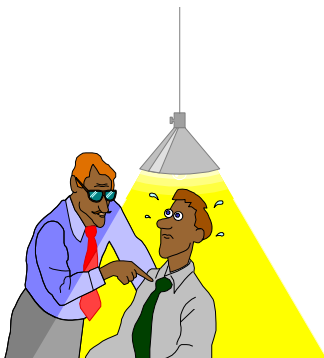
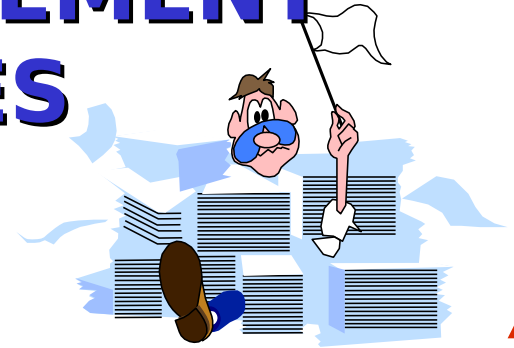
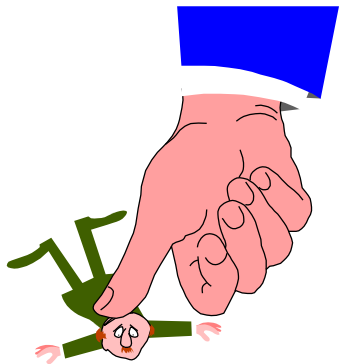
Sergeant Major Branch POC [(703) 325-8315/7686, DSN 221]

Life after SBLM

- ▮ **AMSC Alumni Association**
- ▮ **Continued Education ACE;
Articulation Agreement Schools**
 - ▮ **PME**
 - ▮ **DLAMP**
 - ▮ **SSC**



PERSONNEL MANAGEMENT FOR EXECUTIVES (PME I & II)



Transformation through Education

PME What's it all about?

Selected Issues Covered

- **Managing the assets of a diverse workforce**
- **Improving team building skills**
- **Improving self awareness and human relations skills**
- **Apply critical values & ethics in the workplace**
- **Integrating personality & communication styles with leadership**
- **Improving active listening skills**
- **Utilizing communication styles for organizational growth**

Transformation through Education



PME - Who can attend?

ELIGIBILITY -- 65 Per Class, PME I (9 days)
PME II (5 days)

- **GS/GM-13 & 14 and equivalent wage grade**
 - 12's & 15's by exception
- **Field grade military**
- **Specifically for supervisors/leaders**
- **Priority to Army; open to all Federal agencies**

CENTRAL FUNDING FOR DA CIVILIANS*

***(Civil Works, NAF, and Reserves on a reimbursable basis)**

Transformation through Education

Defense Leadership & Management Program

<http://www.cpms.osd.mil/dlamp/>

**A program developed by OSD
in response to
recommendations on
management of senior DOD
personnel (GS13-SES).**

**DOD Directive 1430.16, April
97**

Transformation through Education



DLAMP

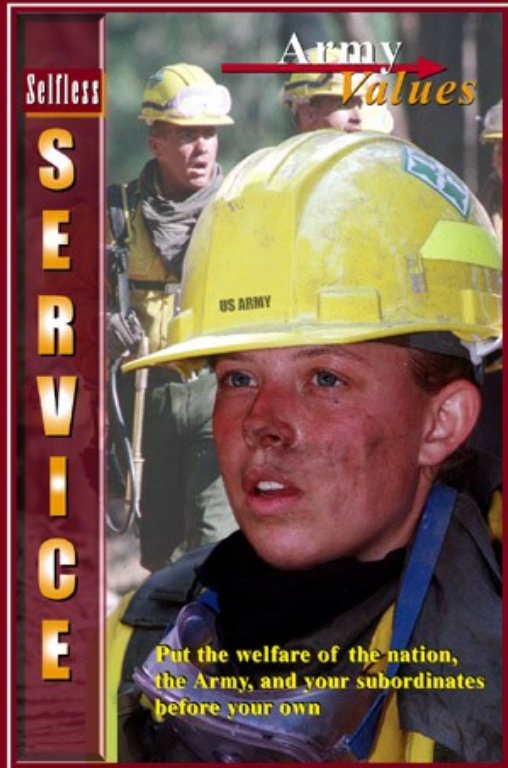
Requires a Dept-wide perspective, joint emphasis, responsible for people, policy, programs, & other resources of broad significance.

- Participants with an advanced degree may round out their academic portfolio by taking up to six courses in management and public policy subjects.
- Participants without an advanced degree may be provided the opportunity to earn one, either through a university program or through senior-level professional military education.
- Ten-Month Senior Service College experience.

Transformation through Education



Transformation through Education



Look to **AMSC**

to develop leadership skills
focused on:

- institutionalizing fundamental change
- meeting Army mission
- emphasizing effectiveness and efficiency
- understanding how \$, people, places and things link
- applying thinking skills

Transformation through Education



AMSC



Builds the Army's strength to deal with:

- **change** today and tomorrow.
- **Integrates** all its resources and programs--synergy.
- **All about practitioners** help practitioners practice.
- **Externally evaluated and validated** programs.



Defense of Freedom Medal



OBVERSE



REVERSE

